

31 JUL 1970

EMPLOYMENT AND BENEFITS COMPARISONS

<u>ITEM</u>	<u>CENTRAL INTELLIGENCE AGENCY</u>		<u>OTHER U.S. GOVERNMENT AGENCIES NOT IN INTELLIGENCE COMMUNITY</u>
	<u>EMPLOYEES UNDER CIARDS</u>	<u>EMPLOYEES UNDER CSRS</u>	
1. Employment eligibility having alien spouse or foreign relatives	Can be disqualifying	Can be disqualifying	Normally not disqualifying
2. EOD and recurring polygraph exam	Required	Required	Not required
3. Private foreign travel	Must be reported and can be prohibited	Must be reported and can be prohibited	Not prohibited - no report required
4. Marriage to an alien after employment	Must be reported and can require loss of job	Must be reported and can require loss of job	No job jeopardy - no report required
5. Public speeches and writing	Subject to clearance in advance	Subject to clearance in advance	Normally no clearance required
6. Association with foreigners	Must be reported and can be prohibited	Must be reported and can be prohibited	Not prohibited - no report required
7. Accepting outside (2nd) job unrelated to official duties	Subject to prior approval	Subject to prior approval	No approval or report required
8. Accepting outside (2nd) job related to official duties	Prohibited	Prohibited	Normally allowed
9. Joining outside activities	Subject to prior approval	Subject to prior approval	No approval or report required
10. Contacts with press, radio, TV	Subject to prior approval	Subject to prior approval	No approval or report required
11. Concealing true employer	Sometimes required	Sometimes required	Never required
12. Private discussion of work/associates	Prohibited	Prohibited	Seldom prohibited
13. Obligation to serve where required in whatever type of work required	Applies	Applies	Normally no obligatory relocation required
14. Involuntary separation	No outside appeal under DCI authority, No outside appeal under DCI authority, Sec. 102(c) NSA of 1947		Appeal rights guaranteed by Veterans Preference Act and Lloyd-LaFollette Act

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	<u>EMPLOYEES UNDER CIARDS</u>	<u>EMPLOYEES UNDER CSRS</u>	<u>NOT IN INTELLIGENCE COMMUNITY</u>
15. Mandatory retirement	Age 60	Age 60	Age 70
16. Computation of retirement annuity	Straight 2% x high 3 x yrs service maximum of 70% of high 3	1st 5 yrs, 1%; 2nd 5 yrs, 1 3/4%; over 10 yrs, 2%; x high 3 x yrs service (computation 3.75% less than under CIARDS) Maximum of 80% of high 3	1st 5 yrs, 1 1/2%; 2nd 5 yrs, 1 3/4%; over 10 yrs 2%; x high 3 x yrs service Maximum of 80% of high 3
17. Free move to point of retirement	Authorized	Not authorized unless retirement is directly from overseas post	Not authorized unless retirement is directly from overseas post
18. Movement of family and HHE following death in service	Domestic or overseas - to any point selected in U.S., possessions or P.R.	Domestic - not authorized Overseas - to any point selected in U.S., possessions or P.R.	Domestic - not authorized Overseas - to former home
19. Selection out and Surplus Separation Procedures	Applies	Applies	No comparable procedure
20. Acquiring permanent Civil Service status	Not permitted--CIA gives excepted appointments which have no value in transferring to majority of other U.S. Government agencies	Not permitted--CIA gives excepted appointments which have no value in transferring to majority of other U.S. Government agencies	Permanent status is acquired after 3 year probationary period. Thereafter free movement to other U.S. Agencies permitted
21. Entitlement to another job in same organization when reduction-in-force occurs (i.e., "Bumping Rights" based on length of service and Veterans Preference)	No entitlement	No entitlement	Guaranteed entitlement under rigid Civil Service Commission regulations based on law
22. Reporting personal whereabouts during absence from duty	Required	Required	Not normally required
23. Personal life/term insurance	Frequently cannot qualify through inability to reveal job duties and requirements	Frequently cannot qualify through inability to reveal job duties and requirements	Complete revelation permitted

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24. Voiding of double indemnity clause in non-Agency life insurance	Can occur when required to fly on non-scheduled or military flights	Can occur when required to fly on non-scheduled or military flights	Normally not required to fly non-scheduled or military aircraft
25. Effect of publicity adverse to the employing organization	Has closed out job opportunities in private institutions	Has closed out job opportunities in private institutions	Never a bar to employment in private industry
26. Opportunity to counter publicity adverse to the employing organization	Never permitted	Never permitted	No bar to public or private discussion or debate